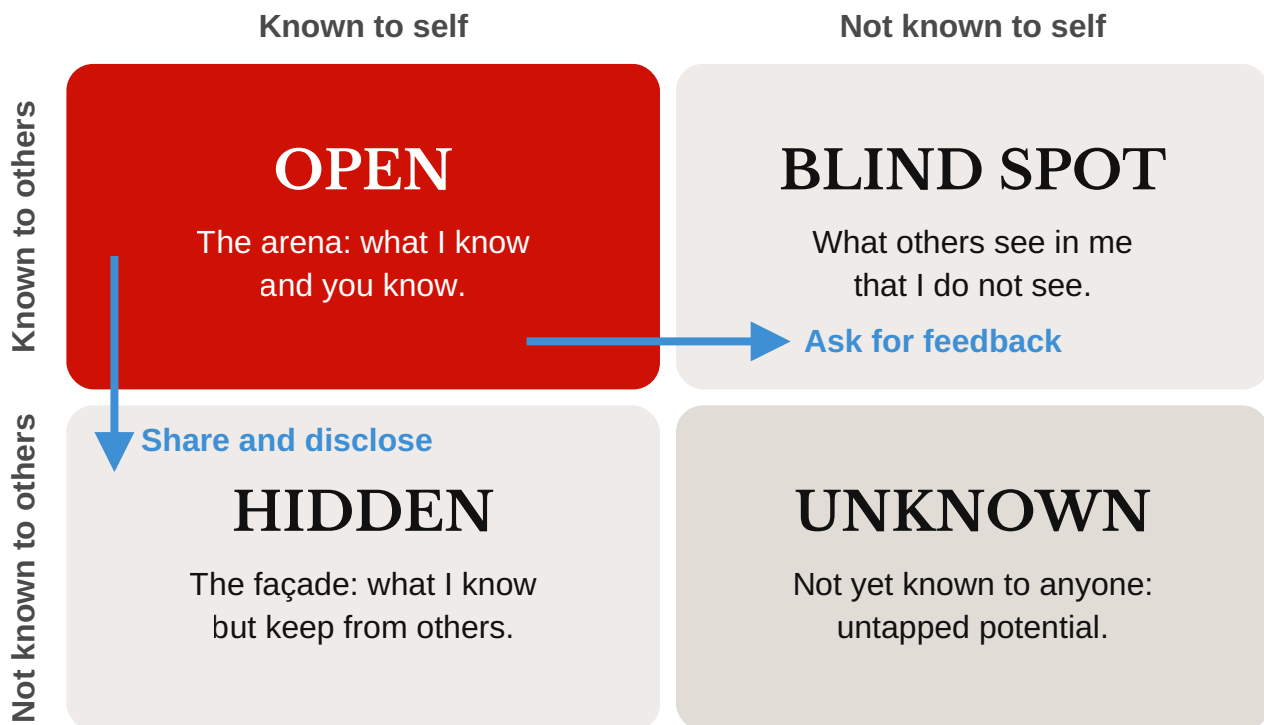


The Johari Window, Joseph Luft & Harrington Ingham (1955)

Overview

The Johari Window is a simple model of self-awareness in relationships. It maps what is known about us, by ourselves and by others, into four panes. The panes are not fixed: as trust grows, the **Open** area expands, and that is where the most honest, productive working relationships happen.



A tool for self-discovery

Notice what you share freely, what you keep back, and what might be waiting to be discovered. Choosing to **share and disclose** a little more moves the line down, shrinking the Hidden area and making it easier for others to understand and trust you.

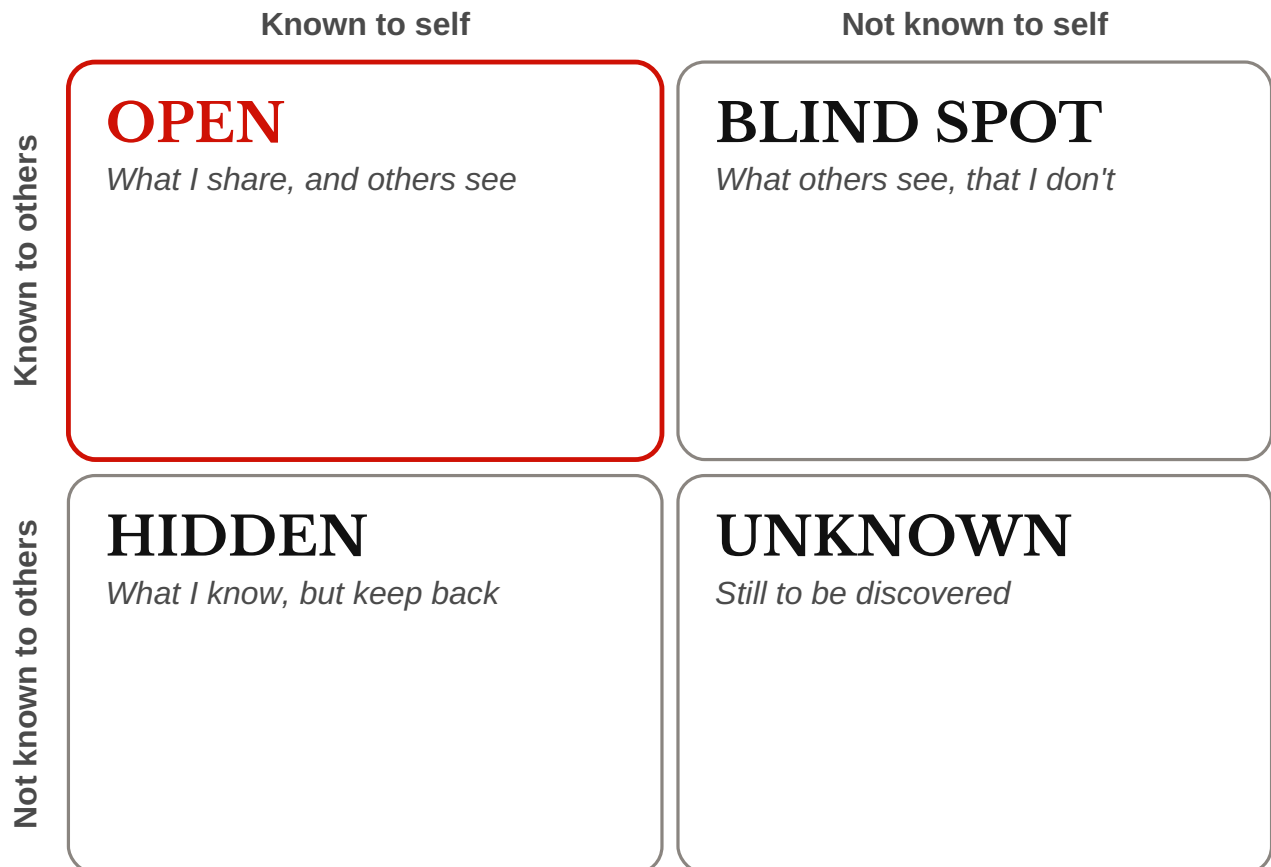
Inviting feedback from peers

We all have blind spots that others notice first. **Asking for feedback**, and receiving it with curiosity rather than defence, moves the line across. Try it: choose five or six words that describe you, ask a few colleagues to do the same, then compare.

The Johari Window, Joseph Luft & Harrington Ingham (1955)

Your Johari Window

Use the panes below to capture your own reflections and the feedback you hear from others. Notice what you might share more of, and what surprises you.



Background and context

The Johari Window was created by American psychologists **Joseph Luft** and **Harrington Ingham** at the University of California, Los Angeles. They first presented it in 1955 at the Western Training Laboratory in Group Development. The name blends their first names, **Joe** and **Harry**. It remains widely used in coaching, leadership development and team building.

Find out more: Joseph Luft, *Group Processes* (1963) and *Of Human Interaction* (1969). Online overview: businessballs.com/johariwindowmodel.htm